Goffs - Churchgate Academy

Respect, Aspire, Nurture, Achieve



# Recruitment Guide

## Learning Support Assistant

Required for December 2026

generations MULTI ACADEMY TRUST

# Learning Support Assistant Overview

**The successful candidate for this post:**

- has a passion for supporting young people to achieve their best
- has the ability to build positive relationships with students
- is able to communicate effectively, both with parents and students
- can support students effectively on a 1-2-1 basis and as a group
- has a positive, can-do attitude with colleagues and students
- has excellent interpersonal skills and is a real team player
- is keen to go the extra mile for our students.

**In return, the Trust can offer you:**

- the opportunity to join a supportive, collaborative and committed LSA team
- outstanding, highly personalised professional development opportunities
- a forward looking, innovative and oversubscribed working environment

**Please contact the HR department on 01992 624375, or by email at** recruitment@generationsmat.herts.sch.uk **for further details.**

**Closing date for applications: 2nd November 2026**

**Interviews will be held: week commencing 2nd November 2026.**

**Previous applicants need not apply.**

Generations Multi Academy Trust is committed to the safeguarding and welfare of children and applicants must be willing to undergo child protection screening appropriate to this post, including checks with past employers and the Disclosure and Barring Service.

Please note that this role 'exempt' from the Rehabilitation of Offenders Act 1974 and therefore, you are required to declare any convictions, cautions, reprimands and final warnings that are not 'protected' (i.e. filtered out) as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013). Further information is available on the school's website.

# Welcome from Danny Bryant, Principal

**Thank you for considering joining Goffs-Churchgate Academy.**

I am incredibly proud to lead this school, and I believe this is a particularly exciting time to become part of our community.

Goffs-Churchgate is a school with real momentum, with a determination to raise expectations, strengthen our culture and ensure that every decision we make is rooted in our shared vision of 'No set destiny for any child.' In June 2026, our progress was recognised by Ofsted, with the school meeting the Expected Standard in every area of inspection, including achievement, curriculum and teaching, behaviour and attendance, inclusion, leadership and governance, and personal development and wellbeing. We are proud of that recognition, but we are even more excited about what comes next.

Our ambition is not simply to be a successful school. We want Goffs-Churchgate to be an exceptional place to learn and an exceptional place to work.

We are a smaller secondary school, and we see that as one of our greatest strengths. People know one another here. Students are known as individuals and colleagues are known, valued and able to make a genuine contribution to the direction of the school. Relationships matter, and there is a strong sense that we are working together towards something important.

Importantly, our culture is something we have built deliberately together. As a staff, we have created clarity around why we exist, how we behave and how we work successfully as one team. Our values of Respect, Aspire, Nurture and Achieve sit at the heart of that culture. They apply just as much to the way we work with one another as they do to our expectations of students.

If you join us, you should expect high expectations. We are ambitious for our students and equally ambitious about the quality of education we provide them. But high expectations must be accompanied by the right conditions in which people can succeed. Our responsibility, therefore, is to create those conditions: clear priorities, strong systems, excellent behaviour, meaningful professional development and a culture in which staff are trusted, supported and encouraged to keep getting better.

Whether you are at the beginning of your career, an experienced classroom practitioner or someone aspiring to leadership, we want Goffs-Churchgate to be somewhere where you can develop your expertise, take opportunities, contribute ideas and have a genuine impact beyond your own classroom.

Much has already been achieved, but we are not interested in standing still. We have ambitious plans for the years ahead, including for academic outcomes, for teaching, for inclusion, for enrichment and, most importantly, for what our students believe is possible for their futures.

That means we are looking for people who want to contribute rather than simply occupy a position. Our staff must care deeply about their craft, enjoy working as part of a team, want to help build something special, and truly believe in 'No set destiny for any child'.

I would warmly encourage you to come and visit us. Walk around the school, meet our students and staff, and experience Goffs-Churchgate for yourself.

If what you see excites you, I hope you will consider becoming part of the next chapter of our story.



**Danny Bryant**
**Principal**

# Job Description

| | |
|---|---|
| Job Title | **Learning Support Assistant** |
| Salary/Grade: | H3 Point 5-6<br>Actual Salary - £23,000.75 - £23,351.11 |
| Location | Goffs-Churchgate Academy |
| Hours | 37 Hours Per Week, Term Time Only |
| Reporting to | SENCO |
| Staff Reporting to Job Holder | N/A |
| Contacts Within and Outside School | SLT<br>SENCO<br>Teaching & Support Staff<br>Parents & Students |
| Role Purpose | To provide targeted support for students with special educational needs (SEN), to improve their academic progress and personal development. |
| Main Task & Responsibilities | • Apply appropriate methods to support learning specific to student needs<br>• Implement EHCP strategies and monitor impact through tracking<br>• To assist individuals and groups of students in their learning<br>• To consider the learning support required to aid the student to learn as effectively as possible<br>• To establish supportive relationships with the student/s concerned and to encourage acceptance and inclusion of all students<br>• To support leaning in an individual and group situation (via classroom) including literacy and numeracy programmes<br>• Run one to one and small group support sessions, as part of personalised learning programme<br>• To support class teachers in implementing EHCP and SEN strategies<br>• Plan appropriate materials in coordination with the subject teacher |

| | |
|---|---|
| Main Tasks and Responsibilities | • Be response for safeguarding and promoting welfare of children<br>• Perform other reasonable duties within scope of skills as directed by line manager – some of which may involve out of hours working<br>• Support students with complete needs to achieve their full potential<br>• Contribution to HCP reviews and support in ensuring that all support is in place<br>• To attend staff meetings and academy INSET as required<br>• To meet with the SENCO and/or other appropriate staff |
| General | **Working with Generations:**<br><br>• Uphold and promote the ethos, values, and vision of the school, acting as a role model for professionalism, integrity, and respect<br>• Ensure compliance with safeguarding policies and procedures, maintaining a vigilant approach to the welfare and protection of pupils and staff<br>• Maintain confidentiality and discretion at all times, particularly when handling sensitive information related to pupils, staff, or school operations<br>• Work collaboratively with colleagues across departments, contributing to a positive and inclusive working environment<br>• Participate in relevant training and development activities, including statutory training such as safeguarding, health and safety, and GDPR<br>• Support the school's commitment to equality, diversity, and inclusion, ensuring fair and respectful treatment of all individuals<br>• Contribute to the continuous improvement of school processes, offering suggestions and feedback to enhance efficiency and effectiveness<br>• Demonstrate flexibility and adaptability, responding positively to changing priorities and school needs<br>• Attend meetings and school events as required, representing Generations professionally and constructively |

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date shown, but following consultation with you, may be changed by Governors to reflect or anticipate changes in the job which are commensurate with the salary and job title.

# Person Specification

## Job Title

**Learning Support Assistant**

## Education and Qualifications

- Educated to a good standard (E)

## Experience

- Experience of working in a similar setting
- Experience of applying techniques required to modify behaviour

## Abilities, Skills, and Knowledge

- Strong written and oral communication skills
- Experience of working in a team
- Curriculum knowledge and understanding

## Personal Qualities

- Commitment to ensuring the safety and welfare of children
- Commitment to upholding and promoting the ethos and values of the school
- Integrity, honesty, and fairness
- Ability to work under pressure and prioritise effectively
- Commitment to maintaining confidentiality at all times
- Commitment to equality







# Information about Goffs-Churchgate Academy

# Information about Goffs-Churchgate Academy and the Generations Multi Academy Trust



**Goffs-Churchgate Academy was the first school to join the Generations Multi Academy Trust. The school is now in its eighth year of operation and continues to go from strength to strength.**

The school is a fully mixed comprehensive school from 11-16 years of age, with 600 on roll. The school has rapidly established a very strong reputation in the area, and is now consistently oversubscribed. In June 2026, our progress was recognised by Ofsted, with the school meeting the **Expected Standard in every area of inspection**.

One of the school's key strengths is its highly cohesive and supportive community. As such, the decision to cap student numbers at 600 is entirely deliberate, enabling us to maintain a strong sense of community where everybody knows everybody else - if you visit, you cannot fail to be struck by this. It is a very special part of who we are.



# Professional Working and Learning Environment

The school has benefited from brand new facilities, opened in October 2016, including professional teaching and learning facilities for all subjects. The school also benefits from a recently installed 3G playing surface for PE; a gym with a professional sprung floor; a Dance Studio; recent refurbishment of additional classrooms and an indoor swimming pool. The new facilities provide a light, modern, professional, and fit for purpose working environment for all. The Trust has also invested significantly in modernising additional teaching spaces, providing a fantastic environment for our students and staff.



# Outcomes

**Our strategy for continuous school improvement has had huge success and we are actively committed to ensuring that our very popular and successful schools continue as centres of excellence in the community.**

Exam results in 2026 reflect another highly successful year for Goffs-Churchgate. The school consistently achieve a Progress 8 score significantly above the national average (0.37 in 2024), and although there is no progress scores calculated for 2026, the attainment outcomes were in line with 2024. These results reflect the school's continued commitment to its vision of ***'no set destiny for any child'***, with students producing results that exceed the national average and are notably above what is expected based on the cohort's ability profile.

**Key highlights from the 2026 outcomes:**

- **Very strong outcomes were achieved by male students, eradicating the attainment gap between male and female students**
- **Outcomes for students with SEND remain positive, with students with Education Health Care Plans (EHCPs), as well as those receiving SEND support, continuing to achieve above national figures**
- **Impressive outcomes were achieved in the English and Maths combined measure, with attainment at both Grade 4+ and Grade 5+ in line with the national average**
- **In addition to the strong performance in the combined measure, English and Maths both secured excellent outcomes when considered separately. Attainment at Grades 4+ and 5+ exceeding the national averages while performance at Grade 7+ was broadly in line with national figures**
- **Particularly impressive outcomes continue to be delivered at the top end with the percentage of students achieving Grade 7 or above, far exceeding expectation**

# Community

**Goffs-Churchgate prides itself on its sense of community – both within the school and in the wider locality. We are members of Cheshunt Extended Services (ChExS), offering a variety of extended school and community-based activities for both students and parents. Our students actively support local charity work and maintain strong links with our local primary schools.**

We firmly believe in every student feeling a strong sense of community, and on entering the school, each student is placed in one of four Houses: Attenborough, Rashford, Seacole, and Trott. Each House is led by a team of student House Captains and has a clear sense of identity. Regular competitions and assemblies strengthen this sense of community.

Students within each House arrange a variety of fundraising events throughout the school year. The House raising the most money in the year for our school charity is awarded the annual Charity House Shield. Our new House names were introduced in September 2021. This was part of a wider school project on diversity to ensure that our school community reflects the diverse culture that it serves. An example of this project is the impact that it has had in English. As a result of the diversity project, there has been a complete overhaul of the Key Stage 3 curriculum, with students now studying books representing a very diverse range of authors.

Our students have a wide range of student leadership opportunities open to them as part of actively encouraging leadership development. These student-led groups include:

- **Student Congress made up of Committees from Students in Years 7-10**
- **2 Year 11 Head Students**
- **2 Year 11 Deputy Head Students**

Across the Multi Academy Trust, a large variety of annual school trips give students the opportunities to sample different cultures, while an extensive programme of off-site visits provides opportunities for students to experience the diversity that exists within the UK, including theatre, galleries, and museum visits.

Goffs-Churchgate is proud to be a genuinely comprehensive school, with students and staff from different religions and several languages spoken in the school. We recognise and celebrate what makes us unique and different and acknowledge that we are also part of one community. Our aim is for everybody to feel valued and respected, and we strive hard to ensure we create a positive culture within the school to enable this to happen.

# Care, Guidance and Support

**Successful learning occurs when students feel safe, confident, respected, valued, and are engaged. Goffs-Churchgate believes in supporting and nurturing all students in their quest to become successful learners.**

As such, we place a high value on pastoral care as an integral part of the school's life. We have an extensive pastoral care system to support the welfare and progress of all our young people.









# Information about Generations Multi Academy Trust

# Information about the Generations Multi Academy Trust (GMAT)

**GMAT is a cross-phase Multi Academy Trust based in Cheshunt, currently comprising two secondaries and two primaries - Goffs Academy, Goffs-Churchgate Academy, Flamstead End School and Oakview Primary School. Across the piece, GMAT currently has just under 3,000 students in its care and employs just under 400 staff.**

**The MAT also operates nursery provision on the Goffs-Churchgate site, with subsidised and term-time only places for staff, run by Ashbourne Nurseries https://ashbournedaynurseries.com/.**

All of the schools are situated within close proximity of each other in Cheshunt, and share many activities, including CPD for staff. One of the Trust's fundamental principles is that no one school or phase is in any way more important or successful than the other. As such, CPD and other events are rotated through all schools in the Trust, with everyone learning from and sharing with each other. This collegiate and collaborative approach permeates our Trust.

The MAT's finances are overseen by a highly skilled Chief Finance Officer with considerable financial expertise in the private sector, plus a highly experienced Finance Manager.

The Trust deliberately created an innovative Income Generation function, and extensive lettings and business development work now takes place across all sites in the MAT.

This additional income – now yielding around £600k per annum – underpins generous levels of staffing at both schools, plus many "extras" that would otherwise be unaffordable in the current funding climate.

GMAT is a fully centralised MAT, with all of our schools able to access dedicated, expert advice and support from centralised functions in HR, Finance, Income Generation, Data/Business Analysis, ICT and Estates.

The MAT is extremely clear about its daily purpose, reflected in its motto of "no set destiny for any child." All of our schools, leaders and staff believe fiercely in the life-changing nature of education and work tirelessly to that end, day in and day out. There is no set destiny for any of the children in our care; rather, we are each very clear that our daily work across the piece allows children to forge new futures and destinies.

# Schools within the Generations Multi Academy Trust (GMAT)

### Flamstead End School

Flamstead End School is a thriving primary school with approximately 485 children on roll. It has a preschool, a 60-place nursery offering 30 hours provision, and two classes per year group from Reception to Year 6. Flamstead End is also a ' Herts Therapeutic Thinking' school, and seeks to understand and support children's behaviour so that they are able to learn and achieve to the best of their ability. The school is a tight knit community, with a well-established staff who care for one another and the children in their charge.

### Goffs Academy

Goffs Academy is a mixed 11-18 comprehensive academy with approximately 1,600 students on roll, including a thriving and successful sixth form. The school is also extremely popular in the local area, with an average of over 800 applications annually for the 240 places available, and significant waiting lists for places across the year groups.

### Goffs-Churchgate Academy

Goffs-Churchgate Academy is a fully mixed 11-16 comprehensive school, with approximately 600 students on roll. The school has rightly established a very strong reputation for both its academic outcomes and its close-knit, nurturing community, receiving an average of over 600 applications for just 120 available places. The decision to cap student numbers at 600 is entirely deliberate, enabling us to maintain a strong sense of community where everybody knows everybody else.

### Oakview Primary School

Oakview Primary School is a one-form entry warm and welcoming primary school with currently approximately 170 children on roll. In September 2025, Andrews Lane Primary was relaunched as Oakview Primary, marking the beginning of a significant transformation under the leadership of the Generations Multi Academy Trust. This was far more than a rebrand. The change of name signaled a new identity, reflecting the ambition to deliver a higher quality of education, stronger community links, and continuously improving outcomes for all children. The school benefits from significant space, including a field and a forest. As a 'Herts Therapeutic Thinking' school, the school is committed to understanding and supporting children with their learning and achievement, within a context of deep-rooted mutual respect. One of the features of Oakview is its commitment to supporting its children and their families, and as such the school provides adult learning classes throughout the year. Staff are committed, dedicated professionals who want to do their very best for every pupil.

## Overview

Our schools pride themselves on their sense of community – both within the school itself, and in the wider locality. Visitors to our schools unfailingly comment on a very real sense of community, coupled with warmth and pride. Three of our schools are members of Cheshunt extended services (CHEXS), offering a variety of extended school and community-based activities for both students and parents. Our students actively support local charity work such as the Isabel Hospice and maintain strong links with our local primary schools.

Our schools are proud to be truly community-based schools, with students and staff from different nationalities, faiths and cultures and a number of languages spoken in each school. As a Trust we recognise and celebrate what makes us unique and different, and acknowledge that we are also part of one community. Our aim is for everybody to feel valued and respected, and we strive hard to ensure we create a positive culture within the schools to enable this to happen.

Further information about GMAT can be found here: Welcome to the Generations Multi Academy Trust



# Staff Development

**The Trust has an extremely strong reputation for staff development, for both teaching and support staff. Developing the next generation of school leaders, both middle and senior, plus future Headteachers for those who wish to pursue this, is also a responsibility that we take very seriously. We have a full suite of staff leadership development which staff can join, be they an ECT or highly experienced colleague.**

Taking advantage of the many opportunities inherent in being a cross-phase MAT, the MAT runs a calendared programme of networking meetings where leads across both phases can come together to discuss and share best practice in areas including safeguarding, behaviour and teacher training.

In addition to whole staff training days, we disaggregate a number of hours for training every year. This allows staff development to be highly personalised as staff can opt for the training which best meets their needs, including the opportunity to do a research project in partnership with Cambridge University.

Many use their disaggregated time to coach others or to receive coaching. Moreover, there are specific training sessions for ECTs and other interested staff which run each week after school.

We also place a lot of emphasis on 'on the job' training and support. A thorough induction scheme is available to all new staff, and mentors/buddies are assigned to guide you through those new routines. Finally, external courses can of course be booked if, on very rare occasions, we cannot cater for a particular training need in-house.

# Leadership Development

**The Trust's leadership academy encompasses both staff and student leadership development through a series of student led groups and staff leadership pathways. The staff programme specifically provides opportunities for:**

- Aspiring middle leaders
- Aspiring senior leaders

All pathways are personalised for the individual and staff receive one-to-one support from a mentor alongside working on a whole school project. Both support staff and teaching staff are welcome to join the leadership academy at any point in their career.

**A full suite of leadership training is offered with a range of sessions including:**

- What makes a good leader? - Communicating vision and values
- Leadership and staff motivation - Building a high performing team
- Leading and managing change - Developing your leadership approach
- Being a Lead Practitioner - Quality assuring effective teaching
- Strategic pastoral leadership - being a Director of Learning
- Strategic curriculum leadership - being a Head of Department
- Coaching and mentoring - Observation for improvement
- Using data in leadership for impact
- Resilience in leadership, including effective communication with key stakeholders
- How to make your applications stand out
- Fostering positive behaviour for learning
- Leading and managing innovation and change

As part of the Trust's commitment to developing future leaders, a number of the existing senior leadership team across both secondary schools gained experience through an 'associate' SLT position before gaining substantive leadership posts.

# Trust Staff Benefits

Alongside our very strong focus on outstanding professional development and promotion opportunities, we also offer a range of benefits including a competitive base salary with a tailor-made development plan aimed at enhancing your future [earnings] potential through:

- High quality, personalised CPD
- Bespoke leadership development programmes
- Subsidies for masters and degree courses
- Secondment and shadowing opportunities
- As part of our multi academy Trust, potential to work across more than one school to develop career enhancing skills and knowledge.

## Access to a wide range of health and well-being resources including:

- Substantially discounted membership to Lifestyle Fitness's state-of-the-art purpose-built gym at Goffs academy
- Free access to the gym at Goffs Academy, with discounted staff rates available for the hire and use of other sports and leisure facilities
- Cycle to work scheme
- Comprehensive Employee Assistance Programme, offering wide range of services including:
    - Discount portal
    - Access to counselling for staff and immediate family
    - Service offered 24/, 365 days a year
    - Completely free and confidential service
- Professional, and fit for purpose working environments
- Occupational health
- Free flu jabs
- Subsidised social events
- Generous Leave of Absence approach
- Enhanced annual leave for support staff, increasing with length of service
- 2-weeks autumn half term

# Trust Staff Benefits

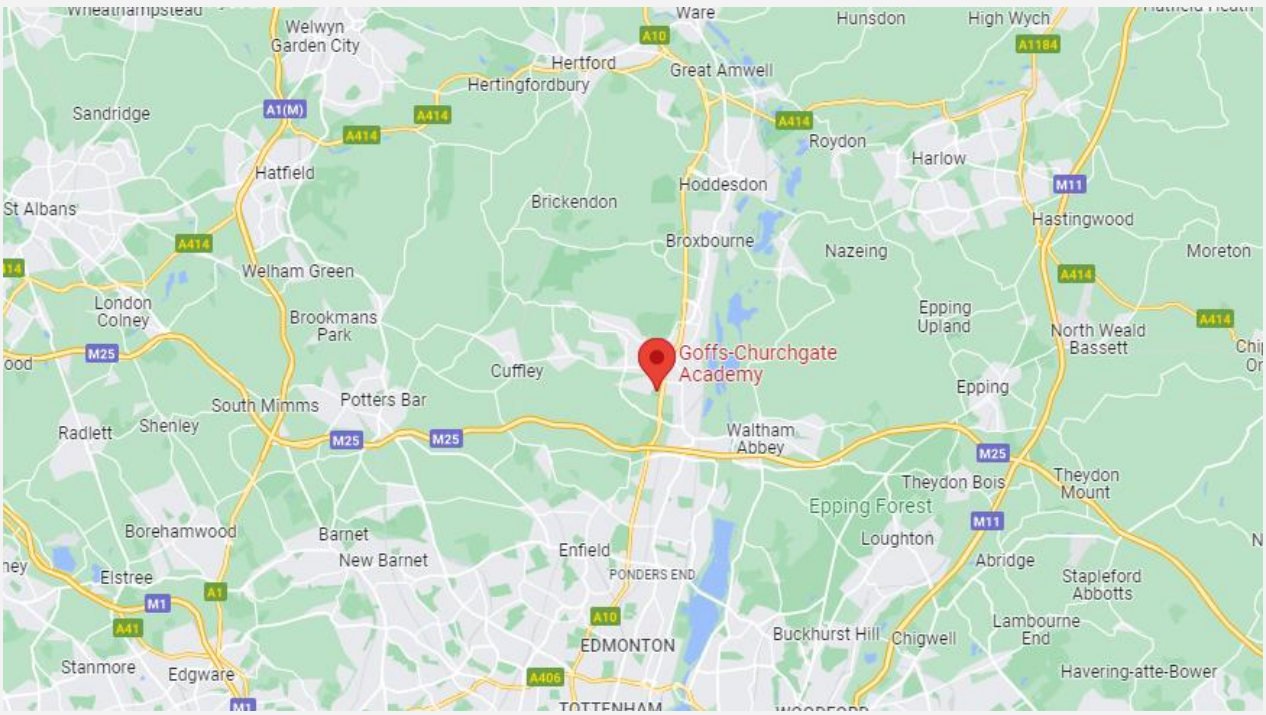
## Additional financial incentives and tax-efficient benefits, including:

- Membership of Teachers Pension Scheme and Local Government Pension Scheme for all eligible staff
- The MAT adheres to the STPCD for its teaching staff
- Exam marker payment of £300 plus 2 days' paid leave to do the marking (1st year), 1 day thereafter
- Payments for staff taking weekend sporting fixtures: staff paid £200 for leading a minimum of six Saturday fixtures plus 6 weekly training sessions
- Trips allowance of £50 for each whole non-working day and/or overnight trip.
- A £1,000 employee referral scheme (i.e. Finder's fee) for any qualifying positions that staff refer the successful candidate
- Onsite car valeting
- Supported nursery provision with Ashbourne at any of their nurseries in the Buckinghamshire, Essex, Hertfordshire, Northamptonshire, and Bedfordshire area:
    - 15% discount for all Trust staff
    - Term time only places are available
    - A school day would be 9.00am – 3.00pm
    - "sundries" would be applied to a child taking up a funded only space (e.g. 30 hours funding only).

# Our Local Area

Goffs-Churchgate Academy is located in Cheshunt, Hertfordshire. The school is uniquely situated to benefit from the many green spaces in the surrounding area, whilst also enjoying transport links to central London and other large urban areas. The Lee Valley park, including the White Water Centre built for the London 2012 Olympics is located on our doorstep.

The journey to central London takes approximately 30 minutes by train. Close links to the A10 and M25 mean that the school is easily accessible from across Hertfordshire, as well as from north London and parts of Essex.



No Set Destiny for Any Child

**Goffs-Churchgate Academy**
**College Road**
**Cheshunt**
**Hertfordshire**
**EN8 9LY**

01992 624375
www.goffschurchgate.herts.sch.uk

Part Of:
Generations
MULTI ACADEMY TRUST

**Photography By www.hcphotography.co.uk**